

NATIONAL TARGETING AND SECURITY SPECIALIST

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of Field Operations, National Targeting Center - Passenger Division

Open & closing dates

🕒 07/22/2019 to 07/26/2019

Pay scale & grade

GS 13

Appointment type

Permanent

Service

Competitive

Salary

\$99,172 to \$128,920 per year

Work schedule

Full-Time

Locations

15 vacancies in the following location:

Sterling, VA

15 vacancies

Relocation expenses reimbursed

No

Telework eligible

No

This job is open to



The public

U.S. citizens, nationals or those who owe allegiance to the U.S.

Announcement number

OFO-DE-10549634-ADF

Control number

539571100

Duties

Summary

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of Field Operations, National Targeting Center - Passenger Division in Sterling, VA.

Responsibilities

Joining U.S. Customs and Border Protection, Office of Field Operations, National Targeting Center - Passenger Division will allow you to use your expertise in targeting, developing security plans, and operations. This position starts at a salary of \$99,172.00 (GS-13, Step 1) to \$128,920.00 (GS-13, Step 10) with promotion potential to \$128,920.00 (GS-13, Step 10).

In this position you will become a key member of a team of homeland security professionals using expertise in targeting and developing security plans and operations to protect the security of the nation's borders. Typical work assignments include:

- Performing targeting and analysis that will be national and international in scope as it relates to CBP's Mission of preventing terrorists, terrorist weapons, and contraband from entering the United States.
- Facilitating and coordinating the identification of suspect aircrafts to disrupt the movement of terrorists, criminals, instruments of terror and contraband, by partnering with U.S. and foreign law enforcement agencies.
- Serving as liaison in the exchange of information between CBP, U.S. counterparts, and foreign counterparts, in support of advance targeting work, to disrupt terrorist and criminal travel and to facilitate the dismantling of terrorist and criminal networks.
- Applying a comprehensive knowledge of program related legislation and regulations and knowledge of inspection and investigative techniques.
- Assessing links to derogatory information to determine high risk associations and eligibility for Trusted Traveler membership.

Travel Required

25% or less - You may be expected to travel for this position.

Supervisory status

No

Promotion Potential

13

Job family (Series)

[1801 General Inspection, Investigation, Enforcement, And Compliance Series](https://www.usajobs.gov/Search/?j=1801)

(<https://www.usajobs.gov/Search/?j=1801>)

Requirements

Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- Primary U.S. residency for at least three of the last five years (additional details below)
- You may be required to pass a background investigation
- Upon appointment, you may be required to undergo random drug testing

Qualifications

Experience: You qualify for the **GS-13** grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Applying complex studies to review data from enforcement systems;
- Conducting management of operational situations;
- Identifying individuals potentially requiring enforcement actions
- Identifying trends, patterns, profiles, estimates, based on operational data in order to target and develop security plans and operations.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process by 07/26/2019.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

Residency: There is a residency requirement for all applicants not currently employed by CBP. Individuals are required to have physically resided in the United States or its protectorates (as declared under international law) for at least three of the last five years. If you do not meet the residency requirement and you have been physically located in a foreign location for more than two of the last five years, you may request an exception to determine if you are eligible for a residency waiver by meeting one or more of the following conditions:

- Working for the U.S. Government as a federal civilian or as a member of the military
- A dependent who was authorized to accompany a federal civilian or member of the military who was working for the U.S. government
- Participation in a study abroad program sponsored by a U.S. affiliated college or university
- Working as a contractor, intern, consultant or volunteer supporting the U.S. government

Probationary Period: All employees new to the federal government must serve a one year probationary period during the first year of his/her initial permanent federal appointment to determine fitness for continued employment. Current and former federal employees may be required to serve or complete a probationary period.

Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) Eligibles: If you have never worked for the Federal Government, you are not CTAP/ICTAP eligible. Information about ICTAP or CTAP eligibility can be found [here](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a) (http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a).

. You must submit the supporting documents listed in the "Required Documents" section of this announcement. In addition, to be considered well qualified under CTAP/ICTAP, you must be placed in the Well-Qualified category for this position, as described in the How You Will Be Evaluated Section.

Education

This job does not have an education qualification requirement.

Additional information

This position is not covered under the bargaining unit.

Security Clearance: This position requires a security clearance. If selected for this position, you should be able to obtain and maintain a minimum of a Top Secret Clearance.

Overtime and Shift Work: This position requires regular and recurring overtime and shift work that covers a 24 hours day, 7 days a week rotating schedule. You must be available for such assignments.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](http://www.uscis.gov/e-verify) (<http://www.uscis.gov/e-verify>), including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. Learn more [here](http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf) (http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf).

Please view the video ["Protecting America 24/7"](http://cbpapps.cbp.dhs.gov/fo/2011/protecting_america/pro_america.wmv) (http://cbpapps.cbp.dhs.gov/fo/2011/protecting_america/pro_america.wmv) to learn more about CBP's Office of Field Operations.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder) (<https://twitter.com/#!/customsborder>).

The Department of Homeland Security encourages persons with disabilities to apply, to include persons with intellectual, severe physical or psychiatric disabilities, as defined by 5 CFR § 213.3102(u), and/or Disabled Veterans with a compensable service-connected disability of 30 percent or more as defined by 5 CFR § 315.707. [Veterans](https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content) (<https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content>), [Peace Corps](https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/) (<https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>), [VISTA volunteers](https://www.vistacampus.gov/after-vista/career) (<https://www.vistacampus.gov/after-vista/career>).

, and [persons with disabilities](http://www.opm.gov/policy-data-oversight/disability-employment/) (<http://www.opm.gov/policy-data-oversight/disability-employment/>).

possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility for non-competitive appointment and to understand the required documentation, click on the links above or contact the Servicing Human Resources Office listed at the bottom of this announcement.

How You Will Be Evaluated

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, we will use an online self-assessment questionnaire to place you in one of three categories based on your experience, education and training. Your entire application package will then be reviewed. The final determination will be based on all the information provided in your application package.

If you meet the minimum qualifications, you will be placed in one of the following categories:

1. **Best Qualified:** Applicants possessing knowledge, skills and abilities and/or competencies substantially exceeding the minimum requirements of the position.
2. **Well-Qualified:** Applicants possessing knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position.
3. **Qualified:** Applicants possessing knowledge, skills and abilities and/or competencies meeting the minimum requirements of the position.

Veterans: Qualified veterans who have a compensable service-connected disability of at least 10% are listed in the best-qualified category, except when the position being filled is scientific or professional at the GS-09 grade level, or higher. This position **is not** considered scientific/professional. Other 10 point preference eligibles and veterans with 5 point preference who meet the eligibility and qualification requirements are placed above non-preference eligibles within the category in which they qualify. For more information about veterans' preference visit [this link](http://www.fedshirevets.gov/job/vetpref/index.aspx) (<http://www.fedshirevets.gov/job/vetpref/index.aspx>).

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10549634> (<https://apply.usastaffing.gov/ViewQuestionnaire/10549634>).

Knowledge, Skills, Abilities and Other Characteristics (KSAOs): Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Skilled in developing plans and devising new concepts, guides, and methodologies in solving unprecedented problems and developing experimental approaches and solutions.
- Ability to review, process, and evaluate information from a variety of sources.
- Facilitate the orderly and efficient flow of legitimate trade and lawful travelers; interpreting the laws and regulations of a broad range of Federal, state, and local agencies relating to the admissibility of people, cargo, and conveyance; assessing threats and ensuring the creation of individual lookouts and managing the development and dissemination of tactical information and intelligence.

Background checks and security clearance

Security clearance

[Top Secret](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

Drug test required

Yes

Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. A resume in English is required. It must contain your full legal name, address, phone number, complete work history including a detailed description of your duties, the dates you performed those duties (MM/DD/YY), your hours worked per week, job title, as well as series, grade, and salary (if applicable). NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.
- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10549634>
(<https://apply.usastaffing.gov/ViewQuestionnaire/10549634>)
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Are you a veteran?** To apply veterans' preference you must submit proof of eligibility as appropriate for your preference type:
 - Five Point Preference: Member Copy 4 of your DD 214 reflecting qualifying medal(s) or service period
 - Ten Point Preference: Member Copy 4 of your DD 214 and supporting documentation as listed on the [Standard Form 15](http://www.opm.gov/forms/pdf_fill/SF15.pdf) (http://www.opm.gov/forms/pdf_fill/SF15.pdf) (application for 10 Point Veterans' Preference). Submitting an SF-15 with your application is encouraged. Veterans with a service-connected disability must also submit a VA Disability Award letter dated 1991 or later, OR supporting documentation as listed in the SF-15
 - If you are currently serving on active duty, you must submit a written statement from the armed forces certifying your dates of service, rank, expected type of discharge, and anticipated date of separation. If you apply with a written statement at this stage, your preference will be verified by a Member Copy 4 of your DD 214 upon separation from the military.
 - For more information about veterans' preference visit [this link](http://www.fedshirevets.gov/job/vetpref/index.aspx) (<http://www.fedshirevets.gov/job/vetpref/index.aspx>).
- **Are you a current or former federal employee?** If yes, it is recommended that you submit a copy of your SF-50(s) (Notification of Personnel Action) to support your experience.
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
 - Position title
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
 - Agency
 - Beginning and ending dates of appointment

Benefits

<https://www.dhs.gov/homeland-security-careers/benefits>

How to Apply

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under the appropriate Document Type. If your Document Type is not listed, upload as "Other."

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information visit [this link](http://www.dhs.gov/homeland-security-careers/benefits) (<http://www.dhs.gov/homeland-security-careers/benefits>).

Disabled veteran leave

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>).

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View [common definitions](http://www.dhs.gov/about/careers/gc_1303762131481.shtm)

(http://www.dhs.gov/about/careers/gc_1303762131481.shtm).

of terms in this announcement.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)

(http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information).

for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 07/26/2019.**

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. Determining your eligibility and qualifications is dependent on the supporting documentation and information provided, which may impact your referral for further consideration. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

Agency contact information

 CBP Hiring Center

Phone

[952-857-2932](tel:952-857-2932)
(<tel:952-857-2932>)

Email

Address

Office of Field Operations
CBP Hiring Center
5600 American Boulevard
Suite 700

CBPhiring-applicantinquiry@cbp.dhs.gov
(mailto:CBPhiring-applicantinquiry@cbp.dhs.gov)

Bloomington, MN 55437
US

[Learn more about this agency.](#)
(#agency-modal-trigger)

Customs & Border Protection (CBP): Securing America's Borders

The Department of Homeland Security (DHS) is calling on those who want to help protect American interests and secure our Nation. DHS Components work collectively to prevent terrorism; secure borders and our transportation systems; protect the President and other dignitaries; enforce and administer immigration laws; safeguard cyberspace; and ensure resilience to disasters. We achieve these vital missions through a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws
- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see www.cbp.gov
(http://www.cbp.gov/).

Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

[http://www.cbp.gov/](http://www.cbp.gov)
(http://www.cbp.gov/)

Next steps

GS Salary: Visit [this link](https://www.dcpas.osd.mil/BWN/WageIndex)
(https://www.dcpas.osd.mil/BWN/WageIndex)

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](http://www.usajobs.gov/Applicant/ProfileDashboard/Home)
(http://www.usajobs.gov/Applicant/ProfileDashboard/Home)

. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional

organizational divisions and/or units within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](http://www.opm.gov/forms/pdf_fill/OF0306.pdf) (http://www.opm.gov/forms/pdf_fill/OF0306.pdf)

(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm) (http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/) (<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/) (<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/) (<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/) (<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>)

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/) (<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>)

[Signature & False statements](#)

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/\).](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)

Selective Service

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/\).](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)

New employee probationary period

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/\).](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)